

Panaji, 20th February, 1986 (Phalguna 1, 1907)

SERIES II No. 47

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU



GOVERNMENT OF GOA, DAMAN AND DIU

Department of Personnel and Administrative Reforms

Order

No. 3/13/85-PIER (Part file)

Read: Government of India, Ministry of Home Affairs order No. U-14020/1/85-UTS dated 7-1-86.

On placement of her services at the disposal of the Delhi Administration, by the Government of India, Ministry of Home Affairs, New Delhi, the Administrator of Goa, Daman and Diu is pleased to relieve Smt. Naini Jeyaseelan, IAS, Commissioner of Sales Tax, Entertainment Tax and Excise, from this Administration, with immediate effect to join her new assignment.

2. Consequent upon relief of Smt. Jeyaseelan and placement of his services at the disposal of this Administration, by Government of India, Ministry of Home Affairs, New Delhi, the Administrator of Goa, Daman and Diu is pleased to appoint Shri G. K. Dixit, IAS, (Select List) as Commissioner of Sales Tax, Entertainment Tax and Excise, Government of Goa, Daman and Diu, with immediate effect.

By order and in the name of the Administrator of Goa, Daman and Diu.

N. P. Gaunekar, Under Secretary (Personnel).

Panaji, 13th February, 1986.

Forest and Agriculture Department

Order

No. 2-4-83/AGR

Read: Order No. 2-4-83/AGR dated 24-9-1983.

On recommendation of the Union Public Service Commission, the Administrator of Goa, Daman and Diu is pleased to appoint by promotion on regular basis to the posts of Mechanical Cultivation Officers Group 'B' Gazetted in the scale of Rs. 650-30-740-35-810-EB-35-880-40-1000-EB-40-1200 S/Shri Johnson Godinho and Francis C. Furtado with effect from 18-11-1985.

S/Shri Johnson Godinho and Francis C. Furtado shall be on probation for a period of two years.

By order and in the name of the Administrator of Goa, Daman and Diu.

A. P. Panvelkar, Under Secretary to the Government of Goa, Daman and Diu.

Panaji, 4th February, 1986.

Office of the Asstt. Registrar of Coop. Societies

No. 41-9-83/AR(Dairy)/NZ

Read:- 1. This office interim order No. 41-9-83/AR(Dairy)/NZ dated 2nd September, 1985 whereunder the society was called upon to submit the explanation, if any as to why the society should not be wound up.

Order

In virtue of the powers vested in me under section 102(1) of the Maharashtra Coop. Societies Act, 1960 as applied to the Union Territory of Goa, Daman and Diu, read with Rule 84, of the Coop. Societies Rules, 1962, Shree Bhagwati Sahakari Dudh Vya. Sanstha Ltd, Kamurli-Bardez was called upon to submit its explanation as to why the society be not taken into liquidation within one month from the date of issue of interim order cited above. However, no reply has been received from the society and I am satisfied that there is no objection to the society being taken into liquidation. Hence I, A. V. Chikkodi, Asstt. Registrar, Coop. Societies (Dairy), Ponda, hereby confirm the aforesaid order in terms of section 102(2) of the aforesaid Act as applied to the Union Territory of Goa, Daman and Diu.

Further under section 103(1) of the Maharashtra Coop. Societies Act, 1960, as applied to the Union Territory of Goa, Daman and Diu, read with Rule 86(1) of the Coop. Societies Rules 1962, I appoint Shri R. D. Morajker, Jr. Auditor, Coop. Societies (Dairy), Ponda as liquidator of Shree Bhagwati Sahakari Dudh Vya. Sanstha Ltd., Kamurli-Bardez.

A. V. Chikkodi, Asstt. Registrar of Coop. Societies (Dairy).
Ponda, 23rd January, 1986.

Public Works and Urban Development Department

Office of the Collector of Goa

Notification

No. 5-18-85-SLUM-AREA-CHIMBEL-RB-57

Whereas I am satisfied that the hutments/buildings in the area mentioned in the schedule below are not fit for human habitation and are detrimental to the safety, health and morals of the inhabitants.

Now, therefore, in exercise of the powers vested in me under Section 3 of the Slum Areas (Improvement & Clearance) Act, 1956, read with Government Notification No. LD/EXT/A/74 dated 28-7-1975, the areas mentioned in the schedule below are declared as Slum Areas.

SCHEDULE

Sr. No.	Name of the village in which slum site falls	Location of the sites i. e. name of the Ward etc.	Survey/Chalta Nos. in which site falls	Approximate area in Sq. mts.
1	2	3	4	5
1.	Chimbel	Indira Nagar	Survey No. 42 Part.	5.00 Hectares.

S. Sinha, Collector of Goa and Competent Authority under Slum Areas (Improvement & Clearance) Act, 1956.

Panaji, 27th January, 1986.

Revenue Department

Notification

No. 22/226/84-RD

Whereas by Government Notification No. 22/226/84-RD dated 1-1-85 published on page 794-795 of Series II, No. 44 of the Official Gazette, dated 31-1-1985 it was notified under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as "the said Act") that the land, specified in the schedule appended to the said Notification (hereinafter referred to as the "said land") was likely to be needed for the public purpose viz. improvement and widening of road from Arpora Primary School to Mainath Bhati at Arpora.

And Whereas the appropriate Government (hereinafter referred to as "the Government") is satisfied after considering

the report made under sub-section (2) of Section 5A of the said Act, that the said land specified in the schedule hereto is needed to be acquired for the public purpose specified above.

Now, Therefore, the Government is pleased to declare under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

2. The Government is also pleased to appoint under clause (c) of Section 3 of the said Act, the Additional Deputy Collector, 3-North Panaji to perform the functions of a Collector for all proceedings hereinafter to be taken in respect of the said land, and to direct him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the said Additional Deputy Collector 3-North, Panaji till the award is made under Section 11.

SCHEDULE

(Description of the said land)

Taluka	Village	Survey No.	Sub-Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6
Bardez	Arpora	30	1 part	O: Sayad Pirsab B. Sabubala.	95.00
			5 part	O: Minguelino Braganza.	210.00
			3 part	O: Jeronio Caitano Braganza.	660.00
		29	1 part	T: Dattaram Babu Mandrekar.	610.00
				O: Antonio Caiton Fialo.	
		27	1 part	O: Kashinath Kenkre.	1470.00
		88	1 part	O: Agnelo B. D. Souza.	250.00
		19	2 part	O: Agnelo B. D. Souza.	300.00
			11 part	O: Comunidade.	10.00
		89	1 part	O: Comunidade.	10.00
			2 part	O: Sadashiv Narayan Date.	10.00
		19	9 part	O: Sadashiv Narayan Date.	60.00
		89	9 part	O: Comunidade.	5.00
		91	1 part	O: Ignecios Fernandes.	170.00
		18	3 part	O: Victor Fernandes, Inas Fernandes & Michael Fernandes.	120.00
				T: Vasant Govind Morajkar.	110.00
		91	4 part	O: Comunidade.	
			9 part	T: Vasant Govind Morajkar.	105.00
		16	—	O: Arnaldo Melo Mendonsa.	
				O: Comunidade.	30.00
		91	12 part	O: Comunidade.	220.00
			13 part	T: Pedro Fialho & Ganesh Vishnu Naik.	8.00
		95	2 part	O: Comunidade.	
			5 part	O: Comunidade.	75.00
		7	7 part	T: Pedro Fialho.	35.00
			13	O: Felecidade D'Souza.	
		6	20	O: Philip Gonsalves, Balmira Gonsalves, Rui Gonsalves.	20.00
			7 part	O: Antonio Viegas.	35.00
		95	12 part	O: Anas Viegas.	75.00
			14 part	St. Joseph Society.	125.00
		96	16	O: Shausu Rego.	
			26 part	O: Comunidade of Arpora.	40.00
		5	22 part	O: Comunidade of Arpora.	15.00
			26 part	O: Comunidade.	25.00
		4	1 part	O: Arnaldo Carvalho.	60.00
			2 part	O: Arnaldo Carvalho.	10.00
		4	3 part	O: Terezinha Melo Mendonsa.	15.00
			4 part	O: Terezinha Melo.	60.00
		4	1 part	O: Terezinha Melo.	30.00
			3 part	O: Antonio Renato M. Mendonsa.	100.00
		4	4 part	O: Proidencia Fernandes.	125.00
			4 part	O: Proidencia Fernandes.	85.00

Boundaries:

North: S. No. 30/1, 3, S. No. 29/1 S. No. 27/1, Nala & Road.
 East: Nala, Road, S. No. 27/1, S. No. 88/1, S. No. 89/1, 2, & 8, S. No. 91/1, 4, 9, 10, 12, & 13, S. No. 95/2, 5, 7, 22, & 26, S. No. 96/1.
 West: Nala, Road, S. No. 27/1, S. No. 19/2, 9 & 11, S. No. 18/3, S. No. 16, S. No. 7/12, 16, S. No. 6/7, 12, 14, 15, & 26, S. No. 5/2, 1, 3, & 4.
 South: S. No. 30/5, 3, S. No. 29/1, S. No. 27/1 Nala & Road.

Total: 5385.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 11th December, 1985.

Notification

No. 22/232/84-RD

Whereas by Government Notification No. 22/232/84-RD dated 2-1-85 published on page 851-853 of Series II, No. 48 of the Official Gazette, dated 28-2-85 it was notified under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as "the said Act") that the land, specified in the schedule appended to the said Notification (hereinafter referred to as the "said land") was likely to be needed for the public purpose viz. L. A. for approach road to Nerul Bridge on Candolim side.

And Whereas the appropriate Government (hereinafter referred to as "the Government") is satisfied after considering the report made under sub-section (2) of Section 5A of the

said Act, that the said specified in the schedule hereto is needed to be acquired for the public purpose specified above.

Now, Therefore, the Government is pleased to declare under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

2. The Government is also pleased to appoint under clause (c) of Section 3 of the said Act, the Additional Deputy Collector, 3-North, Panaji to perform the functions of a Collector for all proceedings hereinafter to be taken in respect of the said land, and to direct him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the said Additional Deputy Collector, 3 North, Panaji till the award is made under Section 11.

SCHEDULE

(Description of the said land)

Taluka	Village	Survey No.	Sub. Div. No.	Names of the persons believed to be interested	Area in sq. mts.
1	2	3	4	5	6
Bardez	Candolim	1	9 part	O: Manuel Menezes.	80.00
			3 part	O: Manuel Anton Menezes.	275.00
			8 part	O: Manuel Anton Menezes.	25.00
		5	3 part	O: Isabela Correia.	8.00
			1 part	O: Isabela Correia.	33.00
			5 part	O: Lila Marques.	75.00
		5	6 part	O: Galmaria Saldanha.	150.00
			13 part	O: Loberita Maria Santana Fernandes.	25.00
			8 part	O: 1. Isabela Correia.	220.00
		252		2. Rira Correia.	
				3. Aurera Correia.	
			14 part	O: Patocir Ana Ferrao.	100.00
			15 part	O: Lila Marques	60.00
			12 part	O: Patoicina Saldanha.	200.00
				T: Anrita Fernandes.	
		7		Saverina Fernandes.	
			4 part	O: Comunidade.	36.00
				T: Maria D'Souza.	
			5 part	O: Comunidade.	385.00
				T: Maria Santance D'Souza.	
			6 part	O: Comunidade.	368.00
				T: Prakash Chandrakant Kalangutkar.	
			7 part	O: Comunidade.	531.00
				T: Any Fernandes.	
		6	1 part	O: Liban Sequeira.	700.00
				2. Concessas Fernandes.	
			2 part	1. Siman Sequeira.	750.00
				2. Maria Santana D'Souza.	
			3 part	O: Robert Sequeira.	475.00
			4 part	O: Esperansa Silveira.	280.00
		10	4 part	O: Comunidade.	100.00
			7 part	O: Anton Laurencio D'Souza.	515.00
			6 part	O: Clara Sebastina D'Souza.	941.00
				T: Maria Justina Fernandes.	
			3 part	O: Dorothis D'Souza.	598.00
				Shantaram Yeshwant Porvarkar.	
			8 part	O: Dorothis D'Souza.	125.00
			9 part	O: Comunidade.	210.00
				T: Anton Fernandes.	
		9	12 part	O: Clara Sabestina D'Souza.	8.00
			6 part	O: Clara Sabestina D'Souza.	300.00
				Marcelina Abdern Fernandes.	
			5 part	O: Clara Sebastina D'Souza.	200.00
				Marcelina Abdern Fernandes.	
		11	40 part	O: Gustavo Monteiro.	125.00
				T: Soverina Zuart.	
			36 part	O: Gustavo Monteiro.	90.00
				Gustao Farsee.	
			41 part	O: Gustavo Monteiro.	310.00
				T: Agapit D'Souza.	
			47 part	O: Luiza Marcelina Demello.	400.00
				Anton Soares.	
				Nelson Soares.	
			50 part	Pio Diogo Soares.	
				O: Isabel Jerina D'Souza.	378.00
				T: Cruz Gonsalves.	
			53 part	O: Ana Matil Rodrigues.	415.00
			55 part	O: Marcelina D'Mello.	300.00
				Anton Soares.	
				Nelson Soares.	
				Pio Diago Soares.	

1	2	3	4	5	6
Bardez	Candolim	11	42 part	O: Gustao Monteiro. T: Saverina Zugart.	150.00
			45	O: Gustao Monteiro. T: Agapit D'Souza.	75.00
			38 part	O: Gustao Monteiro. T: Agapit D'Souza.	400.00
			43	O: Fruas Gustao. T: Baston Zuzart.	275.00
			46	O: Fruas Gustao. T: Luis Cruz.	245.00
			48	O: Anton Soares. Nelson Soares. Pio Diogo Fernandes.	290.00
			51	O: Ana Matil Rodrigues.	375.00
			54 part	O: Luiza Marcelina D'Mello. Anton Soares. Nelson Soares. Pio Diogo Soares.	260.00
			56 part	O: Isabel Juana D'Souza. Cruz Gonsalves.	150.00
			34 part	O: Isabel Juana D'Souza. T: Cruz Gonsalves.	165.00
			39	O: Anton Soares. Nelson Soares. Pio Dio Soares.	550.00
			44	O: Ana Matil Rodrigues.	550.00
			49	O: Luiza Marcelina D'Mello. Anton Soares. Nelson Soares. Pio Diogo Soares.	575.00
			52 part	O: Isabel Juana D'Souza. T: Cruz Gonsalves.	425.00
		15	1 part	O: Comunidade. T: Severina Zuarat.	1375.00
		14	1 part	O: Addjisa Costa Pinto. T: Agapita D'Souza. T: Philip D'Souza.	4000.00
			13 part	O: Comunidade.	750.00
Total					20393.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 6th January, 1986.

Notification

No. 22/205/85-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for construction of approach road to Nerul Bridge on Candolim side (Addl. area).

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect

under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Additional Deputy Collector (3-North) Collectorate, Panaji to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section (4) of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Additional Deputy Collector (3-North) Collectorate, Panaji.
3. The Executive Engineer, Works Division XIII, P.W.D. Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Additional Deputy Collector (3-North) Collectorate, Panaji for a period of 30 days from the date of publication of this Notification in the Official Gazette.

SCHEDULE
(Description of the said land)

Taluka	Village/Ward	Survey No.	Sub-Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6
Bardez	Candolim	250	28 Part	O: Comunidade.	15.00
		6	5 part	O: Antonio Lourenco D'costa.	10.00
				Total	25.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 3rd January, 1986.

Industries and Labour Department

Order

No. 28/50/85-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the Management of M/s. Manoj Electronics, St. Inez, Panaji-Goa, and their workmen represented through Goa Trade & Commercial Workers' Union, Opposite Municipal Garden, Panaji-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7A of the said Act.

SCHEDULE

"Whether the action of the management, M/s. Manoj Electronics, St. Inez, Panaji-Goa, in refusing to concede the Demands as listed in the Schedule annexed hereto, of the workmen represented through Goa Trade & Commercial Worker's Union are legal and justified.

SCHEDULE OF DEMANDS

DEMAND No. I:

Grades & Payscales: It is demanded that the following grades & Payscales be made applicable to the workmen.

Grade	Designation	Payscales
I Peon, Helper, Sweeper, Watchman.		300-20-400-25-525-30-675-40-875.
		5 5 5 5
II Jr. Clerk, Junior Operator, Jr. Mechanic.		400-25-525-30-675-35-850-45-1075.
		5 5 5 5
III Typist, Clerk, A/C. Clerk, Salesman, A/C. Asstt-cum-Sales, Admn. Asstt., Receptionist - cum - Typist, Plumber, Operator, Welder, Welder-cum-Fitter, Asstt. Mechanic Driver.		500-30-650-35-825-40-1025-50-1275.
		5 5 5 5

Grade	Designation	Payscales
VI Sr. Salesman, Supervisor, Sr. Operator, Refrigeration Mech., Tractor Mechanic, Sr. Mechanic, Mines mate, Sr. Welder.		600-35-775-40-975-45-1200-55-1475.
		5 5 5 5
VII Sales Executive, Branch - Sales-Manager Accountant, Head Mechanic, Senior Refrigeration Mech.		700-40-900-50-1150-60-1450-70-1800.
		5 5 5 5

DEMAND No. II:

Flat Rise: It is demanded that each workperson in the above six concerns should be given a FLAT RISE of Rs. 200/- per month over and above the Existing Consolidated monthly salary; which total should be fitted in the respective pay-scales and grades in Demand No. I.

DEMAND No. III:

Fitment: After adding the flatrise of Rs. 200/- to the Consolidated Salary as existing on 1st June, 1985; the total of Flat Rise & the Existing Consolidated Salary should be fitted in the Pay-scales and Grades as above. Those below the payscales shall be fitted in the Minimum first stage in the Scale-pay & those in between the stages in the pay scale, shall be fitted at the next higher stage in the scale-pay. And thereafter.

DEMAND No. IV:

Seniority Increments: It is demanded that after Fitment, each workmen shall be eligible to seniority increments on the following basis, depending on the number of years of service:

- Those who have completed one year of service one increment.
- Those who have completed four years of service two increments.
- Those who have completed eight years of service three increments.
- Those with 12 years of service four increments.
- Those with 16 years of service five increments.
- Those with 20 years of service six increments.

DEMAND No. V:

Fixed Dearness Allowance: It is demanded that each of the workperson in M/s. CACULO NETS PVT. LTD. shall be paid a F.D.A. @ 20% on the total Basic salary, w.e.f. 1st July, 1985.

DEMAND No. VI:

Variable Dearness Allowance: It is demanded that each workperson in M/s. CACULO NETS PVT. LTD., shall be paid VDA on the All India Consumer Price Index 500 (1960=10).

points 500 at the rate of 2/- (rupees) shall be paid to each workperson, per month beginning from July, 1985.

DEMAND No. VII:

House Rent Allowance: It is demanded that each workperson in M/s. CACULO NETS PRIVATE LIMITED shall be paid H. R. A. at the rate of 10% on the basic monthly salary w. e. f. 1st July, 1985.

DEMAND No. VIII:

Travelling Allowance: It is demanded that each workperson in M/s. CACULO NETS PRIVATE LIMITED shall be paid a Travelling Allowance at the rate of Rs. 02/- per day w. e. f. 1/7/1985.

DEMAND No. IX:

Washing Allowance: It is demanded that each workperson in M/s. CACULO NETS PRIVATE LIMITED shall be paid a Washing allowance at the rate of Rs. 25/- per month, with effect from 1/7/1985.

DEMAND No. X:

Leave Travel Allowance: It is demanded that each workperson in M/s. CACULO NETS PRIVATE LIMITED shall be paid LTA at the rate of Rs. 300/- per year.

DEMAND No. XI:

Bhatta: It is demanded that those workpersons who are required to go out on work such as Drivers, and other mobile staff, shall be paid Bhatta on the following rates:

- Inside Goa — Rs. 10/- per day.
- Outside Goa — Rs. 30/- per day with the benefit of double O. T. for work rendered beyond normal 8 hours; & Lodging Expenditure if sent outside Goa or in some special circumstances or cases.

DEMAND No. XII:

Night Shift Allowance: It is demanded that those workpersons who are required to work in shifts shall be paid shift allowances for the following basis:

IInd shift — Rs. 3/-

IIInd shift — Rs. 5/- Plus milk or coffee.

DEMAND No. XIII:

Festival Advance: It is demanded that each work person shall be paid one full salary as festival advance; to be deducted in 10 equal monthly instalments.

DEMAND No. XIV:

Loan Facility: It is demanded that each workperson should be eligible during the subsistence of this Settlement, for a one time loan of Rs. 4,000/- without being charged any interest, and to be deducted in 40 easy instalments.

DEMAND No. XVI:

Change of Timing: It is demanded that the workers in M/s. CACULO NETS PRIVATE LIMITED, excepting those under with shift working, should be enjoined upon to work under the following timings; 09-00 hrs. to 17-00 hrs. with an hour lunch break; And introduce a five day week with effect from 1st August, 1985.

DEMAND No. XVIII:

Leave Facilities: It is demanded that each work person in the management of M/s. CACULO NETS PRIVATE LIMITED, shall be eligible to the following leave facilities;

Privilege Leave — 30 days per annum with the benefit to accumulate upto 90 days;

Casual Leave — 7 days with No accumulation.

Sick Leave — 10 days with the benefit to accumulate upto 30 days;

Holidays — 14 days per annum, which should be paid for.

DEMAND No. XIX:

Uniforms, Safety Shoes, Rain Coats, Rain Shoes, Etc.: It is demanded that each workperson should be provided with three pairs of Uniforms (once a year) Rain coats, rain shoes, (once in two years) and one pair safety shoes once a year w. e. f. 1/8/1985.

DEMAND No. XXII:

Allotment of work as per Designation: It is demanded that work should be allotted to the work persons as per their designations & grade, and harassment that is presently being meted out to the workpersons should end.

DEMAND No. XXIII:

Discount & Credit on Goods Bought from the Caculos: It is demanded that the existing practice of giving discount and credit on goods bought by the workmen from the House of Caculos' should continue.

DEMAND No. XXIV:

Rest Rooms & Lockers: It is demanded that each workperson should be allotted a locker to store way safely his/her personal belongings & there should be properly maintained rest rooms and lunch rooms in all the establishments.

If not, to what relief the workmen are entitled to?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 14th January, 1986.

Order

No. 28/51/85-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. Metal Supply and Grills Stores, St. Inez, Panaji-Goa, and their workmen represented through Goa Trade & Commercial Workers' Union, Opposite Municipal Garden, Panaji-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7A of the said Act.

SCHEDULE

"Whether the action of the management, M/s. Metal Supply and Grills Stores, St. Inez, Panaji-Goa, in refusing to concede the Demands as listed in the Schedule annexed hereto, of the workmen represented through Goa Trade & Commercial Workers' Union are legal and justified.

SCHEDULE OF DEMANDS

DEMAND No. I:

Grades & Payscales: It is demanded that the following grades & Payscales be made applicable to the workmen.

Grade	Designation	Payscales
I	Peon, Helper, Sweeper, Watchman.	300-20-400-25-525-30-675-40-875.
		5 5 5 5
II	Jr. Clerk, Junior Operator, Jr. Mechanic.	400-25-525-30-675-35-850-45-1075.
		5 5 5 5
III	Typist, Clerk, A/C. Clerk, Salesman, A/C. Asstt-cum-Sales, Admn. Asstt., Receptionist-cum-Typist, Plumber, Operator, Welder, Welder-cum-Fitter, Asstt. Mechanic Driver.	500-30-650-35-825-40-1025-50-1275.
		5 5 5 5

Grade	Designation	Payscales			
VI	Sr. Salesman, Supervisor, Sr. Operator, Refrigeration Mech., Tractor Mechanic, Sr. Mechanic, Mines mate, Sr. Welder.	600-35-775-40-975-45-1200-55-1475.	5	5	5
VII	Sales Executive, Branch - Sales-Manager Accountant, Head Mechanic, Senior Refrigeration Mech.	700-40-900-50-1150-60-1450-70-1800.	5	5	5

DEMAND No. II:

Flat Rise: It is demanded that each workperson in the above six concerns should be given a FLAT RISE of Rs. 200/- per month over and above the Existing Consolidated monthly salary; which total should be fitted in the respective pay-scales and grades in Demand No. I.

DEMAND No. III:

Fitment: After adding the flatrise of Rs. 200/- to the Consolidated Salary as existing on 1st June, 1985; the total of Flat Rise & the Existing Consolidated Salary should be fitted in the Pay-scales and Grades as above. Those below the pay-scales shall be fitted in the Minimum first stage in the scale-pay & those in between the stages in the pay scale, shall be fitted at the next higher stage in the scale-pay. And thereafter.

DEMAND No. IV:

Seniority Increments: It is demanded that after Fitment, each workmen shall be eligible to seniority increments on the following basis, depending on the number of years of service:

- Those who have completed one year of service one increment.
- Those who have completed four years of service two increments.
- Those who have completed eight years of service three increments.
- Those with 12 years of service four increments.
- Those with 16 years of service five increments.
- Those with 20 years of service six increments.

DEMAND No. V:

Fixed Dearness Allowance: It is demanded that each of the workperson in M/s. METAL SUPPLY & GRILLS STORE shall be paid a F.D.A. @ 20% on the total Basic salary, w.e.f. 1st July, 1985.

DEMAND No. VI:

Variable Dearness Allowance: It is demanded that each workperson in M/s. METAL SUPPLY & GRILLS STORES shall be paid V.D.A. on the All India Consumer Price Index 500 (1960=10) points 500 at the rate of 2/- (rupees) shall be paid to each workperson, per month beginning from July, 1985.

DEMAND No. VII:

House Rent Allowance: It is demanded that each workperson in M/s. METAL SUPPLY & GRILLS STORES shall be paid H.R.A. at the rate of 10% on the basic monthly salary w.e.f. 1st July, 1985.

DEMAND No. VIII:

Travelling Allowance: It is demanded that each workperson in M/s. METAL SUPPLY & GRILLS STORES shall be paid a Travelling Allowance at the rate of Rs. 02/- per day w.e.f. 1/7/1985.

DEMAND No. IX:

Washing Allowance: It is demanded that each workperson in M/s. METAL SUPPLY & GRILLS STORES shall be paid a Washing Allowance at the rate of Rs. 25/- per month, with effect from 1/7/1985.

DEMAND No. X:

Leave Travel Allowance: It is demanded that each workperson in M/s. METAL SUPPLY & GRILLS STORES shall be paid LTA at the rate of Rs. 300/- per year.

DEMAND No. XI:

Bhatta: It is demanded that those workpersons who are required to go out on work such as Drivers, and other mobile staff, shall be paid Bhatta on the following rates:

- a) Inside Goa — Rs. 10/- per day.
- b) Outside Goa — Rs. 30/- per day with the benefit of double O. T. for work rendered beyond normal 8 hours; & Lodging Expenditure if sent outside Goa or in some special circumstances or cases.

DEMAND No. XII:

Night Shift Allowance: It is demanded that those workpersons who are required to work in shifts shall be paid shift allowances for the following basis:

- IInd shift — Rs. 3/-
- IIInd shift — Rs. 5/- Plus milk or coffee.

DEMAND No. XIII:

Festival Advance: It is demanded that each workperson shall be paid one full salary as festival advance; to be deducted in 10 equal monthly instalments.

DEMAND No. XIV:

Loan Facility: It is demanded that each workperson should be eligible during the subsistence of this Settlement, for a one time loan of Rs. 4,000/- without being charged any interest, and to be deducted in 40 easy instalments.

DEMAND No. XVI:

Change of Timing: It is demanded that the workers in M/s. METAL SUPPLY & GRILLS STORES, excepting those with shift working, should be enjoined upon to work under the following timings; 09-00 hrs. to 17-00 hrs. with an hour lunch break; And introduce a five day week with effect from 1st August, 1985.

DEMAND No. XVIII:

Leave Facilities: It is demanded that each workperson in the management of M/s. METAL SUPPLY & GRILLS STORES shall be eligible to the following leave facilities;

- Privilege Leave — 30 days per annum with the benefit to accumulate upto 90 days;
- Casual Leave — 7 days with No accumulation.
- Sick Leave — 10 days with the benefit to accumulate upto 30 days;
- Holidays — 14 days per annum, which should be paid for.

DEMAND No. XIX:

Uniforms, Safety Shoes, Rain Coats, Rain Shoes, Etc: It is demanded that each workperson should be provided with three pairs of Uniforms (once a year) Rain coats, rain shoes, (once in two years) and one pair safety shoes once a year w.e.f. 1/8/1985.

DEMAND No. XXII:

Allotment of Work as per Designation: It is demanded that work should be allotted to the work persons as per their designations & grade, and harassment that is presently being meted out to the workpersons should end.

DEMAND No. XXIII:

Discount & Credit on Goods Bought from the Caculos: It is demanded that the existing practice of giving discount and credit on goods bought by the workmen from the House of Caculos should continue.

DEMAND No. XXIV:

Rest Rooms & Lockers: It is demanded that each workperson should be allotted a locker to store way safely his/her personal belongings & there should be properly maintained rest rooms and lunch rooms in all the establishments.

If not, to what relief the workmen are entitled to?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 7th January, 1986.

Order

No. 28/46/85-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. Caculo Nets Private Limited, St. Inez, Panaji-Goa, and their workmen represented through Goa Trade & Commercial Workers' Union, Opposite Municipal Garden, Panaji-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7A of the said Act.

SCHEDULE

"Whether the action of the management, M/s. Caculo Nets Private Limited, St. Inez, Panaji-Goa, in refusing to concede the Demands as listed in the Schedule annexed hereto, of the workmen represented through Goa Trade & Commercial Workers' Union is legal and justified.

SCHEDULE OF DEMANDS

DEMAND No. I:

Grades & Payscales: It is demanded that the following grades & Payscales be made applicable to the workmen.

Grade	Designation	Payscales
I	Peon, Helper, Sweeper, Watchman.	300-20-400-25-525-30-675-40-875. 5 5 5 5
II	Jr. Clerk, Junior Operator, Jr. Mechanic.	400-25-525-30-675-35-850-45-1075. 5 5 5 5
III	Typist, Clerk, A/C. Clerk, Salesman, A/C. Asstt-cum-Sales, Admn. Asstt., Receptionist-cum-Typist, Plumber, Operator, Welder, Welder-cum-Fitter, Asstt. Mechanic Driver.	500-30-650-35-825-40-1025-50-1275. 5 5 5 5
VI	Sr. Salesman, Supervisor, Sr. Operator, Refrigeration Mech., Tractor Mechanic, Sr. Mechanic, Mines mate, Sr. Welder.	600-35-775-40-975-45-1200-55-1475. 5 5 5 5
VII	Sales Executive, Branch-Sales-Manager Accountant, Head Mechanic, Senior Refrigeration Mech.	700-40-900-50-1150-60-1450-70-1800. 5 5 5 5

DEMAND No. II:

Flat Rise: It is demanded that each workperson in the above six concerns should be given a FLAT RISE of Rs. 200/- per month over and above the Existing Consolidated monthly salary, which total should be fitted in the respective pay-scales and grades in Demand No. I.

DEMAND No. III:

Fitment: After adding the flatrise of Rs. 200/- to the Consolidated Salary as existing on 1st June, 1985; the total of Flat Rise & the Existing Consolidated Salary should be fitted in the Pay-scales and Grades as above. Those below the

pay scales shall be fitted in the Minimum first stage in the scale-pay & those in between the stages in the pay scale, shall be fitted at the next higher stage in the scale-pay. And thereafter.

DEMAND No. IV:

Seniority Increments: It is demanded that after Fitment, each workmen shall be eligible to seniority increments on the following basis, depending on the number of years of service:

- Those who have completed one year of service one increment.
- Those who have completed four years of service two increments.
- Those who have completed eight years of service three increments.
- Those with 12 years of service four increments.
- Those with 16 years of service five increments.
- Those with 20 years of service six increments.

DEMAND No. V:

Fixed Dearness Allowance: It is demanded that each of the workperson in M/s. MSB Caculo Pvt. Ltd. shall be paid a F.D.A. @ 20% on the total Basic salary, w. e. f. 1st July, 1985.

DEMAND No. VI:

Variable Dearness Allowance: It is demanded that each workperson in M/s. MSB CACULO PVT. LTD. shall be paid VDA on the All India Consumer Price Index 500 (1960=10) points 500 at the rate of 2/- (rupees) shall be paid to each workperson, per month beginning from July, 1985.

DEMAND No. VII:

House Rent Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO PRIVATE LIMITED shall be paid H.R.A. at the rate of 10% on the basic monthly salary w. e. f. 1st July, 1985.

DEMAND No. VIII:

Travelling Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO PVT. LTD., Panaji shall be paid a Travelling Allowance at the rate of Rs. 02/- per day w. e. f. 1/7/1985.

DEMAND No. IX:

Washing Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO PVT. LTD., Panaji shall be paid a Washing Allowance at the rate of Rs. 25/- per month, with effect from 1/7/1985.

DEMAND No. X:

Leave Travel Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO PVT. LTD., Panaji shall be paid LTA at the rate of Rs. 300/- per year.

DEMAND No. XI:

Bhatta: It is demanded that those workpersons who are required to go out on work such as Drivers, and other mobile staff, shall be paid Bhatta on the following rates:

- a) Inside Goa — Rs. 10/- per day.
- b) Outside Goa — Rs. 30/- per day with the benefit of double O. T. for work rendered beyond normal 8 hours; & Lodging Expenditure if sent outside Goa or in some special circumstances or cases.

DEMAND No. XII:

Night Shift Allowance: It is demanded that those workpersons who are required to work in shifts shall be paid shift allowances for the following basis:

- IIInd shift — Rs. 3/-
- IIIrd shift — Rs. 5/- Plus milk or coffee.

DEMAND No. XIII:

Festival Advance: It is demanded that each work person shall be paid one full salary as festival advance; to be deducted in 10 equal monthly instalments.

DEMAND No. XIV:

Loan Facility: It is demanded that each workperson should be eligible during the subsistence of this Settlement, for a one time loan of Rs. 4,000/- without being charged any interest, and to be deducted in 40 easy instalments.

DEMAND No. XVI:

Change of Timing: It is demanded that the workers in M/s. M. S. B. CACULO PRIVATE LIMITED excepting those with shift working, should be enjoined upon to work under the following timings; 09-00 hrs. to 17-00 hrs. with an hour lunch break; And introduce a five day week with effect from 1st August, 1985.

DEMAND No. XVIII:

Leave Facilities: It is demanded that each work person in the management of M/s. M. S. B. CACULO PRIVATE LIMITED shall be eligible to the following leave facilities:

Privilege Leave — 30 days per annum with the benefit to accumulate upto 90 days;

Casual Leave — 7 days with No accumulation.

Sick Leave — 10 days with the benefit to accumulate upto 30 days;

Holidays — 14 days per annum, which should be paid for.

DEMAND No. XIX:

Uniforms, Safety Shoes, Rain Coats, Rain Shoes, Etc.: It is demanded that each workperson should be provided with three pairs of Uniforms (once a year) Rain coats, rain shoes, (once in two years) and one pair safety shoes once a year w.e.f. 1/8/1985.

DEMAND No. XXII:

Allotment of Work as per Designation: It is demanded that work should be allotted to the work persons as per their designations & grade, and harassment that is presently being meted out to the workpersons should end.

DEMAND No. XXIII:

Discount & Credit on Goods Bought from the Caculos: It is demanded that the existing practice of giving discount and credit on goods bought by the workmen from the House of Caculos' should continue.

DEMAND No. XXIV:

Rest Rooms & Lockers: It is demanded that each workperson should be allotted a locker to store safely his/her personal belongings & there should be properly maintained rest rooms and lunch rooms in all the establishments.

If not, to what relief the workmen are entitled to?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 3rd January, 1986.

Order

No. 28/47/85-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. M. S. B. Caculo and Associates St. Inez, Panaji-Goa, and their workmen represented through Goa Trade & Commercial Workers' Union, Opposite Municipal Garden, Panaji-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7A of the said Act.

SCHEDULE

"Whether the action of the management, M/s. M. S. B. and Associates, St. Inez, Panaji-Goa, in refusing to concede the Demands as listed in the Schedule annexed

hereto, of the workmen represented through Goa Trade & Commercial Workers' Union are legal and justified.

SCHEDULE OF DEMANDS

DEMAND No. I:

Grades & Payscales: It is demanded that the following grades & Payscales be made applicable to the workmen.

Grade	Designation	Payscales			
I	Peon, Helper, Sweeper, Watchman.	300-20-400-25-525-30-675-40-875.			
		5	5	5	5
II	Jr. Clerk, Junior Operator, Jr. Mechanic.	400-25-525-30-675-35-850-45-1075.			
		5	5	5	5
III	Typist, Clerk, A/C. Clerk, Salesman, A/C. Asstt-cum-Sales, Adm n. Asstt., Receptionist-cum-Typist, Plumber, Operator, Welder, Welder-cum-Fitter, Asstt. Mechanic Driver.	500-30-650-35-825-40-1025-50-1275.			
		5	5	5	5
VI	Sr. Salesman, Supervisor, Sr. Operator, Refrigeration Mech., Tractor Mechanic, Sr. Mechanic, Mines mate, Sr. Welder.	600-35-775-40-975-45-1200-55-1475.			
		5	5	5	5
VII	Sales Executive, Branch-Sales-Manager Accountant, Head Mechanic, Senior Refrigeration Mech.	700-40-900-50-1150-60-1450-70-1800.			
		5	5	5	5

DEMAND No. II:

Flat Rise: It is demanded that each workperson in the above six concerns should be given a FLAT RISE of Rs. 200/- per month over and above the Existing Consolidated monthly salary; which total should be fitted in the respective pay-scales and grades in Demand No. I.

DEMAND No. III:

Fitment: After adding the flatrise of Rs. 200/- to the Consolidated Salary as existing on 1st June, 1985; the total of Flat Rise & the Existing Consolidated Salary should be fitted in the Pay-scales and Grades as above. Those below the pay-scales shall be fitted in the Minimum first stage in the scale-pay & those in between the stages in the pay scale, shall be fitted at the next higher stage in the scale-pay. And thereafter.

DEMAND No. IV:

Seniority Increments: It is demanded that after Fitment, each workmen shall be eligible to seniority increments on the following basis, depending on the number of years of service:

Those who have completed one year of service one increment.

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Those who have completed eight years of service three increments.

Those with 12 years of service four increments.

Those with 16 years of service five increments.

Those with 20 years of service six increments.

DEMAND No. V:

Fixed Dearness Allowance: It is demanded that each of the workperson in M/s. MANOJ ELECTRONICS shall be paid a F.D.A. @ 20% on the total Basic salary, w.e.f. 1st July, 1985.

DEMAND No. VI:

Variable Dearness Allowance: It is demanded that each workperson in M/s. MANOJ ELECTRONICS, Panaji shall be paid VDA on the All India Consumer Price Index 500 (1960=10) points 500 at the rate of 2/- (rupees) shall be paid to each workperson, per month beginning from July, 1985.

DEMAND No. VII:

House Rent Allowance: It is demanded that each workperson in M/s. MANOJ ELECTRONICS, Panaji shall be paid H. R. A. at the rate of 10% on the basic monthly salary w. e. f. 1st July, 1985.

DEMAND No. VIII:

Travelling Allowance: It is demanded that each workperson in M/s. MANOJ ELECTRONICS, Panaji shall be paid a Travelling Allowance at the rate of Rs. 02/- per day w. e. f. 1/7/1985.

DEMAND No. IX:

Washing Allowance: It is demanded that each workperson in M/s. MANOJ ELECTRONICS, Panaji shall be paid a Washing allowance at the rate of Rs. 25/- per month w. e. f. 1/7/1985.

DEMAND No. X:

Leave Travel Allowance: It is demanded that each workperson in M/s. MANOJ ELECTRONICS, Panaji shall be paid LTA at the rate of Rs. 300/- per year.

DEMAND No. XI:

Bhatta: It is demanded that those workpersons who are required to go out on work such as Drivers, and other mobile staff, shall be paid Bhatta on the following rates:

- Inside Goa — Rs. 10/- per day.
- Outside Goa — Rs. 30/- per day with the benefit of double O. T. for work rendered beyond normal 8 hours & Lodging Expenditure if sent outside Goa or in some special circumstances or cases.

DEMAND No. XII:

Night Shift Allowance: It is demanded that those workpersons who are required to work in shifts shall be paid shift allowances for the following basis:

IInd shift — Rs. 3/-

IIInd shift — Rs. 5/- Plus milk or coffee.

DEMAND No. XIII:

Festival Advance: It is demanded that each work person shall be paid one full salary as festival advance; to be deducted in 10 equal monthly instalments.

DEMAND No. XIV:

Loan Facility: It is demanded that each workperson should be eligible during the subsistence of this Settlement, for a one time loan of Rs. 4,000/- without being charged any interest, and to be deducted in 40 easy instalments.

DEMAND No. XVI:

Change of Timing: It is demanded that the workers in M/s. MANOJ ELECTRONICS, Panaji-Goa excepting those with shift working, should be enjoined upon to work under the following timings; 09-00 hrs. to 17-00 hrs. with an hour lunch break; And introduce a five day week with effect from 1st August, 1985.

DEMAND No. XVIII:

Leave Facilities: It is demanded that each work person in the management of M/s. MANOJ ELECTRONICS, Panaji shall be eligible to the following leave facilities:

Privilege Leave — 30 days per annum with the benefit to accumulate upto 90 days;

Casual Leave — 7 days with No accumulation.

Sick Leave — 10 days with the benefit to accumulate upto 30 days;

Holidays — 14 days per annum, which should be paid for.

DEMAND No. XIX:

Uniforms, Safety Shoes, Rain Coats, Rain Shoes, Etc.: It is demanded that each workperson should be provided with three pairs of Uniforms (once a year) Rain coats, rain shoes, (once in two years) and one pair safety shoes once a year w. e. f. 1/8/1985.

DEMAND No. XXII:

Allotment of Work as per Designation: It is demanded that work should be allotted to the work persons as per their designations & grade, and harassment that is presently being meted out to the workpersons should end.

DEMAND No. XXIII:

Discount & Credit on Goods Bought from the Caculos: It is demanded that the existing practice of giving discount and credit on goods bought by the workmen from the House of Caculos' should continue.

DEMAND No. XXIV:

Rest Rooms & Lockers: It is demanded that each workperson should be allotted a locker to store way safely his/her personal belongings & there should be properly maintained rest rooms and lunch rooms in all the establishments.

If not, to what relief the workmen are entitled to?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 8th January, 1986.

Order

No. 28/49/85-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. M. S. B. Caculo, St. Inez, Panaji-Goa, and their workmen represented through Goa Trade & Commercial Workers' Union, Opposite Municipal Garden, Panaji-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7A of the said Act.

SCHEDULE

"Whether the action of the management, M/s. M. S. B. Caculo, St. Inez, Panaji-Goa, in refusing to concede the Demands as listed in the Schedule annexed hereto, of the workmen represented through Goa Trade & Commercial Workers' Union are legal and justified.

SCHEDULE OF DEMANDS

DEMAND No. I:

Grades & Payscales: It is demanded that the following grades & Payscales be made applicable to the workmen.

Grade	Designation	Payscales
I	Peon, Helper, Sweeper, Watchman.	300-20-400-25-525-30-675-40-875.
		5 5 5 5
II	Jr. Clerk, Junior Operator, Jr. Mechanic.	400-25-525-30-675-35-850-45-1075.
		5 5 5 5

Grade	Designation	Payscale			
III	Typist, Clerk, A/C. Clerk, Salesman, A/C. Asstt-cum-Sales, Admn. Asstt., Receptionist-cum-Typist, Plumber, Operator, Welder, Welder-cum-Fitter, Asstt. Mechanic Driver.	500-30-650-35-825-40-1025-50-1275.	5	5	5
VI	Sr. Salesman, Supervisor, Sr. Operator, Refrigeration Mech., Tractor Mechanic, Sr. Mechanic, Mines mate, Sr. Welder.	600-35-775-40-975-45-1200-55-1475.	5	5	5
VII	Sales Executive, Branch-Sales-Manager Accountant, Head Mechanic, Senior Refrigeration Mech.	700-40-900-50-1150-60-1450-70-1800.	5	5	5

DEMAND No. II:

Flat Rise: It is demanded that each workperson in the above six concerns should be given a FLAT RISE of Rs. 200/- per month over and above the Existing Consolidated monthly salary; which total should be fitted in the respective pay-scales and grades in Demand No. I.

DEMAND No. III:

Fittment: After adding the flatrise of Rs. 200/- to the Consolidated Salary as existing on 1st June, 1985; the total of Flat Rise & the Existing Consolidated Salary should be fitted in the Pay-scales and Grades as above. Those below the pay-scales shall be fitted in the Minimum first stage in the scale-pay & those in between the stages in the pay scale, shall be fitted at the next higher stage in the pay-scale. And thereafter.

DEMAND No. IV:

Seniority Increments: It is demanded that after Fittment, each workmen shall be eligible to seniority increments on the following basis, depending on the number of years of service:

- Those who have completed one year of service one increment.
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- Those who have completed eight years of service three increments.
- Those with 12 years of service four increments.
- Those with 16 years of service five increments.
- Those with 20 years of service six increments.

DEMAND No. V:

Fixed Dearness Allowance: It is demanded that each of the workperson in M/s. M. S. B. CACULO, Panaji, shall be paid a F.D.A. @ 20% on the total Basic salary, w.e.f. 1st July, 1985.

DEMAND No. VI:

Variable Dearness Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO, Panaji shall be paid VDA on the All India Consumers Price Index 500 (1960=10) points 500 at the rate of 2/- (rupees) shall be paid to each workperson, per month beginning from July, 1985.

DEMAND No. VII:

House Rent Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO, Panaji-Goa shall be paid H. R. A. at the rate of 10% on the basic monthly salary w.e.f. 1st July, 1985.

DEMAND No. VIII:

Travelling Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO, Panaji-Goa shall be paid

a Travelling Allowance at the rate of Rs. 02/- per day w.e.f. 1-7-1985.

DEMAND No. IX:

Washing Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO, Panaji shall be paid a Washing Allowance at the rate of Rs. 25/- per month, w.e.f. 1/7/1985.

DEMAND No. X:

Leave Travel Allowance: It is demanded that each workperson in M/s. M. S. B. CACULO, Panaji shall be paid L. T. A. at the rate of Rs. 300/- per year.

DEMAND No. XI:

Bhatta: It is demanded that those workpersons who are required to go out on work such as Drivers, and other mobile staff, shall be paid Bhatta on the following rates:

- a) Inside Goa — Rs. 10/- per day.
- b) Outside Goa — Rs. 30/- per day with the benefit of double O. T. for work rendered beyond normal 8 hours: & Lodging Expenditure if sent outside Goa or in some special circumstances or cases.

DEMAND No. XII:

Night Shift Allowance: It is demanded that those workpersons who are required to work in shifts shall be paid shift allowances for the following basis:

- IInd shift — Rs. 3/-
- IIInd shift — Rs. 5/- Plus milk or coffee.

DEMAND No. XIII:

Festival Advance: It is demanded that each workperson shall be paid one full salary as festival advance; to be deducted in 10 equal monthly instalments.

DEMAND No. XIV:

Loan Facility: It is demanded that each workperson should be eligible during the subsistence of this Settlement, for a one time loan of Rs. 4,000/- without being charged any interest, and to be deducted in 40 easy instalments.

DEMAND No. XVI:

Change of Timing: It is demanded that the workers in M/s. M. S. B. CACULO, Panaji-Goa excepting those with shift working, should be enjoined upon to work under the following timings; 09-00 hrs. to 17-00 hrs. with an hour lunch break; And introduce a five day week with effect from 1st August, 1985.

DEMAND No. XVIII:

Leave Facilities: It is demanded that each workperson in the management of M/s. M. S. B. CACULO, Panaji-Goa shall be eligible to the following leave facilities:

- Privilege Leave — 30 days per annum with the benefit to accumulate upto 90 days;
- Casual Leave — 7 days with No accumulation.
- Sick Leave — 10 days with the benefit to accumulate upto 30 days;
- Holidays — 14 days per annum, which should be paid for.

DEMAND No. XIX:

Uniforms, Safety Shoes, Rain Coats, Rain Shoes, Etc.: It is demanded that each workperson should be provided with three pairs of Uniforms (once a year) Rain coats, rain shoes, (once in two years) and one pair safety shoes once a year w.e.f. 1/8/1985.

DEMAND No. XXII:

Allotment of Work as per Designation: It is demanded that work should be allotted to the work persons as per their designations & grade, and harassment that is presently being meted out to the workpersons should end.

DEMAND No. XXIII:

Discount & Credit on Goods Bought from the Caculos: It is demanded that the existing practice of giving discount and credit on goods bought by the workmen from the House of Caculos should continue.

DEMAND No. XXIV:

Rest Rooms & Lockers: It is demanded that each workperson should be allotted a locker to store safely his/her personal belongings & there should be properly maintained rest rooms and lunch rooms in all the establishments.

If not, to what relief the workmen are entitled to?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 9th January, 1986.

Order

No. 28/48/85-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the Management of M/s. M. S. B. Caculo Private Limited, St. Inez, Panaji-Goa, and their workmen represented through Goa Trade & Commercial Workers' Union, Opposite Municipal Garden, Panaji-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7A of the said Act.

SCHEDULE

"Whether the action of the management, M/s. M. S. B. Caculo Private Limited, St. Inez, Panaji-Goa, in refusing to concede the following Demands as listed in the Schedule annexed hereto, of the workmen represented through Goa Trade & Commercial Workers' Union are legal and justified.

SCHEDULE OF THE DEMANDS

DEMAND No. I:

Grades & Payscales: It is demanded that the following grades & Payscales be made applicable to the workmen.

Grade	Designation	Payscales
I	Peon, Helper, Sweeper, Watchman.	300-20-400-25-525-30-675-40-875. 5 5 5 5
II	Jr. Clerk, Junior Operator, Jr. Mechanic.	400-25-525-30-675-35-850-45-1075. 5 5 5 5
III	Typist, Clerk, A/C. Clerk, Salesman, A/C. Asstt-cum-Sales, Admn. Asstt., Receptionist - cum - Typist, Plumber, Operator, Welder, Welder - cum - Fitter, Asstt. Mechanic Driver.	500-30-650-35-825-40-1025-50-1275. 5 5 5 5
VI	Sr. Salesman, Supervisor, Sr. Operator, Refrigeration Mech., Tractor Mechanic, Sr. Mechanic, Mines mate, Sr. Welder.	600-35-775-40-975-45-1200-55-1475. 5 5 5 5

Grade	Designation	Payscales
VII	Sales Executive, Branch - Sales-Manager Accountant, Head Mechanic, Senior Refrigeration Mech.	700-40-900-50-1150-60-1450-70-1800. 5 5 5 5

DEMAND No. II:

Flat Rise: It is demanded that each workperson in the above six concerns should be given a FLAT RISE of Rs. 200/- per month over and above the Existing Consolidated monthly salary; which total should be fitted in the respective pay-scales and grades in Demand No. I.

DEMAND No. III:

Fitment: After adding the flatrise of Rs. 200/- to the Consolidated Salary as existing on 1st June, 1985; the total of Flat Rise & the Existing Consolidated Salary should be fitted in the Pay-scales and Grades as above. Those below the pay-scales shall be fitted in the Minimum first stage in the scale-pay & those in between the stages in the pay scale, shall be fitted at the next higher stage in the scale-pay. And thereafter.

DEMAND No. IV:

Seniority Increments: It is demanded that after Fitment, each workmen shall be eligible to seniority increments on the following basis, depending on the number of years of service:

- Those who have completed one year of service one increment.
- Those who have completed four years of service two increments.
- Those who have completed eight years of service three increments.
- Those with 12 years of service four increments.
- Those with 16 years of service five increments.
- Those with 20 years of service six increments.

DEMAND No. V:

Fixed Dearness Allowance: It is demanded that each of the workperson in M/s. M. S. B. ASSOCIATES, Panaji shall be paid a F.D.A. @ 20% on the total Basic salary, w.e.f. 1st July, 1985.

DEMAND No. VI:

Variable Dearness Allowance: It is demanded that each workperson in M/s. M. S. B. ASSOCIATES, Panaji shall be paid VDA on the All India Consumer Price Index 500 (1960=10) points 500 at the rate of 2/- (rupees) shall be paid to each workperson, per month beginning from July, 1985.

DEMAND No. VII:

House Rent Allowance: It is demanded that each workperson in M/s. M. S. B. ASSOCIATES, PANAJI shall be paid H. R. A. at the rate of 10% on the basic monthly salary w.e.f. 1st July, 1985.

DEMAND No. VIII:

Travelling Allowance: It is demanded that each workperson in M/s. M. S. B. ASSOCIATES, Panaji shall be paid a Travelling Allowance at the rate of Rs. 02/- per day w.e.f. 1/7/1985.

DEMAND No. IX:

Washing Allowance: It is demanded that each workperson in M/s. M. S. B. ASSOCIATES, Panaji, shall be paid a Washing Allowance at the rate of Rs 25/- per month, with effect from 1/7/1985.

DEMAND No. X:

Leave Travel Allowance: It is demanded that each workperson in M/s. M. S. B. ASSOCIATES, Panaji shall be paid L.T.A. at the rate of Rs. 300/- per year.

DEMAND No. XI:

Bhatta: It is demanded that those workpersons who are required to go out on work such as Drivers, and other mobile staff, shall be paid Bhatta on the following rates:

- a) Inside Goa — Rs. 10/- per day.
- b) Outside Goa — Rs. 30/- per day with the benefit of double O. T. for work rendered beyond normal 8 hours; & Lodging Expenditure if sent outside Goa or in some special circumstances or cases.

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DEMAND No. XXIV:

Rest Rooms & Lockers: It is demanded that each workperson should be allotted a locker to store safely his/her personal belongings & there should be properly maintained rest rooms and lunch rooms in all the establishments.

If not, to what relief the workmen are entitled to?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 16th January, 1986.

Notification

No. 23/23/80-ILD

Government is pleased to constitute the State Advisory Committee on Employment, consisting of the following members: -

1. Shri V. G. Desai, Minister for Labour — Chairman.
2. Shri Vasu Paik Gaonkar, M.L.A. — Member.
3. Shri S. B. Bandekar, M.L.A. — Member.
4. Chairman of E.D.C. — Member.
5. Representative of Goa Chamber of Commerce — Member.
6. General Manager of District Industries Centre — Member.
7. Shri Shaik Mohamad Sherif, Gofur Manzil, Curcho-rem-Goa — Member.
8. Smt. Alzira S. Gracias, Benaulim, Salcete-Goa — Member.
9. Shri V. Gawas (President of INTUC), — Member.
10. Smt. Irene Barros, Betalbatim, Salcete-Goa — Member.
11. Commissioner Labour & Employment — Member Secretary.

2. The functions of the Committee are as under:

1. To advise on development of personnel retrenched on the completion of development projects;
2. To advise the department of Labour and Employment on problems relating to employment and creation of employment opportunities;
3. To advise on the development of the National Employment Service;
4. To consider special programmes relating to educated unemployment;
5. To assess the requirements of trained craftsmen and to advise on the development of the vocational guidance, training in vocational trades and employment counselling service;
6. To examine and identify areas for self-employment opportunities;
7. To consider the employment opportunities provided to candidates belonging to Minority Communities and to sponsor them for employment.

3. The non-official members will be entitled for T.A./D.A. as admissible to Group 'A' Officers.

By order and in the name of the Administrator of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 27th January, 1986.

Finance Department

Expenditure, Revenue and Control Branch

Notification

No. 5/8/84-Fin(R & C)

In exercise of the powers conferred by section 10A of the Goa, Daman and Diu Sales Tax Act, 1964 (4 of 1964), the Government of Goa, Daman and Diu having considered it necessary so to do in the public interest, hereby exempts the sales of computers made by any dealer to the Institute of Management Training and Research, Margao, from the payment of whole of the tax payable under the said Act, subject to the following conditions, namely: -

- (a) the dealer claiming such exemption shall furnish to the appropriate Assessing Authority, a certificate as in Annexure to this Notification, duly filled and signed by any authorised officer of the aforesaid Institute;
- (b) the computers in respect of which exemption is granted shall not be used or allowed to be used by the aforesaid Institute for purposes other than educational/training;

ANNEXURE

CERTIFICATE

I, ... (name and designation of the person signing certificate) do hereby certify that the computers specified in Bill/Invoice/Cash memo No. ... dated ... issued by Shri/Messrs ... (name and address of the dealer, R.C. No. & date) have been purchased by the Institute of Management Training and Research, Margao, for the purpose of educational/training of persons in Diploma Courses in various disciplines and for training programmes of Gazetted Officers of the Central Government and of the Government of Goa, Daman and Diu.

Place:

Date:

Signature:

Status:

By order and in the name of the Administrator of Goa,
Daman and Diu.

K. M. Nambiar, Under Secretary (Finance Exp).

Panaji, 3rd February, 1986.